Recruiting at the Rogers Fire Department

Presented By:
Dianna Whittmore
Sandra Meeks
Kelley Stewart
And
Tyler Steele
From right to left: Capt. Wassman, Paramedic Lacey, and Firefighter-EMT Nick
How the Rogers Fire Department Recruits

- The Department offers ride outs for anyone who is interested in becoming a fire fighter.

- They do public announcements.

- They hold recruitment organizations.

- They also do some recruitment with the Fire Science Program at NWACC.
I asked: Does your department do any type of advertisement to increase your workforce?

Avoca -- NO
Little Flock -- Once in a while in the city newsletter
Piney Point -- no response yet
Rocky Branch -- no response yet Bentonville
-- Ad in paper twice a year to announce testing so public can apply
NWA Regional Airport -- can not get answer
Recruitment Employment Requirements

Entry level firefighter (ELF) employment requirements are established by the Rogers Civil Service Commission based on a combination of State law and locally determined policy. The principle features of those requirements are:

- have attained the age of 21 years but not yet 35 years at the date of formal examination; have graduated from high school or achieved a GED certification;
- provide an affidavit of non-smoking;
- possess a valid motor vehicle operator license

To become eligible for hire, the Civil Service exam consisting of a written portion, oral interview by the Board, oral interview by RFD staff, and physical ability test must be completed with satisfactory scores. Prior to employment the candidate must pass a State established medical exam and law enforcement background check.

Certified eligibility lists remain valid for a twelve (12) month period.
The Fire Explorers

• The Fire Explorers are high school students that go on ride-a-longs.

• The Fire Explorers Program is a work-based program for youth age 16-21 who are interested in pursuing a career in the fire service. We meet the 2nd and 4th Monday of every month at the Rogers Emergency Training Center (ETC) at 6:30 p.m.
Junior Fire Marshalls

• Can be of any age and they make sure that fire escape plans are followed.

• The Junior Fire Marshal's Program is for school age children from 5th grade to High School. It is geared towards responsible student that will assist the schools with evacuations during fire drills.
Community Interaction
Fun for Kids
Community Interaction
Fun for Kids
Comparison Chart for Local Fire Departments
Number of Fire Stations

- Little Flock: 4
- Avocca: 1
- Piney Point: 3
- Rocky Branch: 1
- Rogers: 1
- Bentonville: 6
- XNA: 1
Number of Career Firefighters

<table>
<thead>
<tr>
<th>Location</th>
<th>Number of Career Firefighters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rogers</td>
<td>76</td>
</tr>
<tr>
<td>Bentonville</td>
<td>52</td>
</tr>
<tr>
<td>XNA</td>
<td>10</td>
</tr>
</tbody>
</table>
Number of Volunteer Firefighters

- Little Flock: 16
- Avocca: 20
- Piney Point: 21
- Rocky Branch: 21
Non-Firefighting Employees and Non-Firefighting Volunteers

- Non-Firefighting Volunteers
- Non-Firefighting Employees
- Non-Firefighting Employees

Legend:
- Rocky Branch
- Rogers
- Bentonville
Interesting Websites

• http://www.rogersarkansas.com/fire/ Here is our web site that gives some information.

• www.hookersandhose.com This web site has an interesting video about recruiting.
Fire Fighting Schools in Arkansas

- Roadmaster Drivers School of West Memphis, Inc., West Memphis, AR
- Black River Technical College, Pocahontas, AR
- National Park Community College, Hot Springs, AR
- Northwest Arkansas Community College, Bentonville, AR
- Southeast Arkansas College, Pine Bluff, AR
- Southern Arkansas University Tech, Camden, AR